

MEET AND CONFER AGREEMENT

BETWEEN

THE CITY OF CEDAR PARK

AND

**THE CEDAR PARK PROFESSIONAL FIREFIGHTERS
ASSOCIATION**

October 1, 2016

Through

December 31, 2019

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Attachment A – Base Pay for Calendar 2016
(October 1, 2016 – December 30, 2016)

Attachment B – Base Pay for Calendar 2017
(December 31, 2016 – December 29, 2017)

Attachment C – Base Pay for Calendar 2018
(December 30, 2017 – December 28, 2018)

Attachment D – Base Pay for Calendar 2019
(December 29, 2018 – December 31, 2019)

ARTICLE I

Authority and Recognition

- 1) The City of Cedar Park, Texas (“City”) and the Cedar Park Professional Firefighters Association (“Association”) have voluntarily met and reached agreement on the conditions set out in this Meet and Confer Agreement (“Agreement”) pursuant to the provisions of the Texas Local Government Code (“TLGC”), Chapter 142, Subchapter C. To the extent that this Agreement is in conflict with or changes Chapter 143, TLGC or any other statute, executive order, local ordinance, civil service provision or rule, this Agreement shall supersede such provision, as authorized by Section 142.117 of the TLGC.
- 2) Unless changed as prescribed in Section 3 below, the City recognizes the Cedar Park Professional Firefighters Association as the sole and exclusive bargaining agent for all non-probationary firefighters, as defined in Section 143.003(4) of the TLGC, as amended, in the Cedar Park Fire Department (referenced herein as “Firefighters”).
- 3) In the event Firefighters covered by this Agreement wish to change the sole and exclusive bargaining agent, no earlier than six months prior to the termination of the existing Agreement, a petition signed by forty percent (40%) of the affected Firefighters shall be submitted to the City Secretary. Upon validation of the signatures, the Director of the Human Resources Department shall immediately conduct an election to determine what association represents a majority of the affected Firefighters in the Cedar Park Fire Department. The association receiving a majority of the secret ballots cast shall be deemed the exclusive bargaining agent. Voting shall continue until one association receives a majority of the ballots cast. In the event of such change, this Agreement shall remain in full force and effect, and the successor association shall be recognized as the Association hereunder this Agreement.

ARTICLE II

Communication

The parties agree to maintain a flexible line of communication between the City and the Association.

ARTICLE III

Compensation

- 1) Base Compensation - The parties agree that Firefighters covered by this Agreement shall be compensated at the salary rates included in Attachment A commencing on October 1, 2016 and ending December 30, 2016, Attachment B commencing on December 31, 2016 and ending on December 29, 2017, Attachment C commencing on December 30, 2017 and ending on December 28, 2018, and Attachment D commencing on December 29, 2018 through December 31, 2019.

2) Fire Administration/Prevention Personnel - The City shall pay a monthly stipend to Battalion Chiefs and Fire Lieutenants assigned to the Fire Administration and Prevention positions. The monthly stipend will be in the amount of \$300 per eligible Firefighter. Payments will be made on the first pay check of every month for the activity of the prior month. In the event the assignment is made effective a day other than the first day of the month or if it is withdrawn a day other than the last day of the month, the monthly stipend will be prorated.

3) Assignment for Special Events.

- (a) A “special event” is defined as a fire, emergency, or public safety activity outside the scope of the day-to-day operations of the Cedar Park Fire Department, as defined by the Fire Chief, and includes, but is not limited to, Fourth of July Picnic, and other City-organized community events. A “special event” does not include Fire or Police Department-initiated events, such as National Night Out.
- (b) The Department will maintain a signup sheet for Firefighters who wish to work assignments for special events. The Department will attempt to fill all available special event assignments with volunteers. However, if there are not enough Firefighters who volunteer for the special event assignments, then the Department will mandate work at the special event, beginning with the least senior Firefighter who is not already scheduled to work at the time of the special event.
- (c) When utilizing the volunteer list to make assignments for special events, the Fire Chief or their designee may take into consideration the following factors before making an assignment: (1) work status of the Firefighter, including the amount of rest between assignments; (2) leave status of the Firefighter; (3) health status of the Firefighter; (4) pre-scheduled training; and (5) any special or unique requirements of the event. This procedure of assigning work does not apply to emergencies or special events for which the Department receives less than 48 hours’ notice.
- (d) When a Firefighter covered by this agreement is not scheduled to work, but works a “special event,” the Firefighter may flex his/her time, may receive compensatory time or may receive overtime pay, at the Firefighter’s option.
- (e) Nothing in this Section precludes the Fire Chief or their designee from assigning a regularly scheduled, on-duty Firefighter to work a special event without paying a premium rate or overtime.
- (f) If a special event occurs on a holiday on which a Firefighter is not scheduled to work, the Firefighter will be paid time and one-half overtime for the hours worked at the special event. The Firefighter will also bank eight (8) or twelve (12) hours of holiday leave based on their regular accrual rate.

For example, if a Firefighter in a 12-hour holiday accrual rate is not on-duty and works five (5) hours at the Fourth of July Picnic, the Firefighter will be paid five (5) hours at one and one-half times their regular hourly rate and bank twelve (12) hours of holiday leave.

- 4) **Mandatory Overtime and Compensable Time.** By no later than January of 2018, any vacation leave used by a Firefighter during any pay period in which the Firefighter is directed to perform an unscheduled and involuntary assignment, scheduled mandatory overtime shift, or holdover shift (not voluntary shift pick-ups or trades), such vacation leave used by that Firefighter during that pay period shall be considered “productive time”. This policy does not apply to holiday, personal, or sick leave. It is further agreed that if the City adopts a “productive time” policy applicable organization-wide to all City employees, such adopted organization-wide policy shall preempt this provision.
- 5) **Education or Certification Incentive Pay.** It is understood that there are minimum requirements for the Department with respect to education and certification by the Texas Commission on Fire Protection. Commencing on January 1, 2017, Firefighters shall be entitled to receive either Education or Certification Incentive Pay for their level of education or certification, whichever is higher, in the following amounts:

<u>Certification</u>	<u>Monthly Rate</u>
Intermediate	\$50
Advanced	\$100
Master	\$150

<u>Education Pay</u>	<u>Monthly Rate</u>
Associate	\$60
Bachelor	\$195
Master	\$275

It is also understood that Education Incentive Pay for the Associate level shall also be paid to a Firefighter who has attained 60 or more college credit hours but has not yet attained a degree.

- 6) **Bilingual or Sign Language Certification Incentive Pay.** It is understood that a Firefighter's ability to communicate in Spanish and/or sign language (ASL) would promote the operations of the Department and the health, safety, and welfare of the community. Commencing on January 1, 2017, Firefighters shall be entitled to receive

either Bilingual or Sign Language Certification Incentive Pay in the amount of \$85/mo.

- 7) Specialization Incentive Pay. It is understood that Firefighters require specialized training to perform certain assignments to protect the health, safety, and welfare of the community. Commencing on January 1, 2017, each Firefighter that holds an eligible specialization shall be entitled to receive a single Specialization Incentive Pay in the amount of \$75/mo, and commencing on January 1, 2018, each Firefighter that holds a second eligible specialization and is assigned by the Fire Chief or their designee to an eligible specialization team shall be entitled to receive a second Specialization Incentive Pay in the amount of \$75/mo. For purposes of this Section, the following specializations are eligible for Specialization Incentive Pay: Technical Rescue (Swift Water or Ropes), Wildland, Hazardous Materials, Dive, and Arson. It is further agreed that the Fire Chief and Command Staff will actively work with the Firefighters to develop a process for making assignments to the specialization teams.

ARTICLE IV Wellness

The City, on a yearly basis, provides each member of the Department, covered by this Agreement, one (1) medical physical. Additionally, consistent with NFPA 1582, the City will pay for either a Cardio CT Scan or a Cardio Stress Test as deemed necessary by the City's doctor. Any evaluations, medical procedures, and/or medications necessary after the cardio evaluation will be the responsibility of the Firefighter, subject to Texas Government Code, Chapter 607. The City will continue to adhere to Section 143.081 of the TLGC, *Determinations of Physical and Mental Fitness*.

ARTICLE V Automatic Dues Deduction

Upon receipt of a signed authorization form supplied by the City, the City shall deduct from the Firefighter's pay and directly deposit monthly dues for the Association. The Firefighter may revoke the authorization at any time upon 30 days' prior written notice to the City. Upon receipt of written notice, the Association will promptly refund to the Firefighter any amount paid to the Association in error on account of the direct deposit of Association dues.

ARTICLE VI Appointments to Classification Immediately Below Department Head

- 1) Two (2) positions classified immediately below the Department Head will be appointed and serve at the pleasure of the Department Head. A person who is removed from the position classified immediately below the Department Head

shall be reinstated in the Department and placed in the same classification, or its equivalent, that the person held before appointment.

- 2) A person appointed to a position in the classification immediately below that of the Department Head must:
 - (a) be employed by the City's Fire Department;
 - (b) have a permanent classification in at least an officer level;
 - (c) must have an Advanced Certification from the Texas Commission of Fire Protection; and
 - (d) must hold a Bachelor's Degree or be working towards a Bachelor's Degree from a college or university accredited by the US Department of Education or nationally recognized accrediting agency. Working towards a Bachelor's degree is defined as obtaining at least 6 college hours, or the equivalent, as determined by the Department Head, per year beginning within 6 months of such appointment.

ARTICLE VII

Alternative Dispute Resolution (ADR)

- 1) **Agreement to Negotiate First to Resolve Issues.** The parties agree to attempt first to resolve disputes concerning this Agreement amicably by promptly entering into discussion in good faith. The parties agree that they will not refer any dispute to another dispute resolution procedure including mediation or litigation until they have first made reasonable and good faith efforts to settle their differences by joint negotiations conducted in a timely manner.
- 2) **Mediation.** If a dispute arises that cannot be resolved through negotiation, before either party seeks litigation, the parties agree to first try to resolve the dispute with the help of a mutually selected mediator. The parties agree to consider the Federal Mediation and Conciliation Service in selection of a mediator. If the parties cannot agree on a mediator, the City shall select one mediator and the Association shall select one mediator and those two mediators shall agree upon a third mediator. Any costs and fees, other than attorney fees, associated with the mediation shall be shared equally by the parties.

ARTICLE VIII

Preemption

Pursuant to Section 142.117 of the TLGC, this Agreement shall preempt all contrary state statutes, local ordinances, executive orders, civil service provisions, or rules adopted by the Department Head or City, or their respective divisions or agents.

ARTICLE IX

Meet and Confer Schedule

The City of Cedar Park and the Cedar Park Professional Firefighters Association shall begin the “Meet and Confer” process for Fiscal Year 2020 by no later than March 15, 2019.

ARTICLE X

Term

This Agreement shall become effective on October 1, 2016, following ratification by the Cedar Park Professional Firefighters Association and approval by the Cedar Park City Council, in accordance with Section 142.114 of the TLGC. This Agreement shall expire at midnight, December 31, 2019.

Approved:

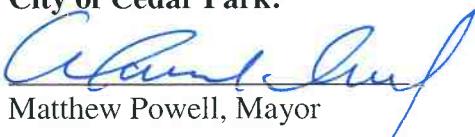
Cedar Park Professional Firefighters Association:



Blake Birdwell, President

11-29-16
Date

City of Cedar Park:



Matthew Powell, Mayor

12/15/2016
Date

City of Cedar Park
Fire Department
Pay Plan FY16

Effective: January 2, 2016

Attachment A

BSB /DRB

Years of Completed Service in the CPFD																				
		1			2			3			4			5			6			
Probationary		\$43,787*	\$46,414	\$46,591	\$51,477	\$52,378	\$52,294	\$54,127	\$55,176	\$56,142	\$57,124	\$58,124	\$59,141	\$60,176	\$61,219	\$62,300	\$63,351	\$64,500	\$65,629	\$66,777
Firefighter		\$2,526.22*	\$2,577.75	\$2,918.65	\$2,959.74	\$3,021.82	\$3,074.74	\$3,126.50	\$3,183.26	\$3,238.87	\$3,295.66	\$3,353.26	\$3,411.91	\$3,471.72	\$3,532.37	\$3,594.19	\$3,657.19	\$3,721.20	\$3,785.22	\$3,852.58
Work Period:																				
Bi-Weekly (1)		\$1,593.92*	\$1,639.53	\$1,841.54	\$1,973.01	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.62	\$1,940.79
Hourly		\$15,037*	\$15,939	\$17,373	\$17,877	\$18,302	\$18,622	\$18,948	\$19,279	\$19,617	\$19,960	\$20,309	\$20,665	\$21,026	\$21,394	\$21,769	\$22,150	\$22,537	\$22,932	
Driver/Engineer		6.00%	9.00%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Work Period:21 Day		\$65,651*	\$66,625	\$67,615	\$68,624	\$69,630	\$60,634	\$61,634	\$62,636	\$63,636	\$64,636	\$65,636	\$66,636	\$67,632	\$68,630	\$69,630	\$70,630	\$71,630	\$72,630	\$73,638
Bi-Weekly		\$3,210.65	\$3,266.76	\$3,324.05	\$3,382.18	\$3,441.31	\$3,501.62	\$3,562.72	\$3,625.10	\$3,688.61	\$3,753.12	\$3,818.61	\$3,885.67	\$3,953.71	\$4,022.93	\$4,093.32	\$4,164.89	\$4,231.86		
Hourly		\$2,025.77	\$2,081.17	\$2,091.22	\$2,153.99	\$2,171.30	\$2,209.36	\$2,247.94	\$2,287.27	\$2,327.34	\$2,368.04	\$2,409.49	\$2,451.67	\$2,494.60	\$2,538.28	\$2,582.69	\$2,627.85	\$2,673.85		
Lieutenant		\$19,111	\$19,445	\$20,766	\$20,132	\$20,484	\$20,843	\$21,207	\$21,578	\$21,955	\$22,340	\$22,731	\$23,129	\$23,534	\$23,946	\$24,355	\$24,761	\$25,225		
Work Period:21 Day		1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	
Hourly		\$43,453	\$44,072	\$44,701	\$45,330	\$46,959	\$48,589	\$50,221	\$51,859	\$53,498	\$57,211	\$61,475	\$67,760	\$74,760	\$77,400	\$78,754	\$80,113	\$81,485	\$82,864	
Officer		\$2,688.62	\$3,754.13	\$3,819.82	\$3,886.68	\$3,954.72	\$4,023.94	\$4,094.33	\$4,165.06	\$4,238.98	\$4,313.06	\$4,388.66	\$4,465.44	\$4,543.56	\$4,623.02	\$4,704.00				
Bi-Weekly		\$2,327.97	\$2,368.68	\$2,410.12	\$2,452.31	\$2,495.24	\$2,538.91	\$2,583.33	\$2,628.59	\$2,671.59	\$2,721.34	\$2,769.04	\$2,817.48	\$2,866.77	\$2,916.91	\$2,966.00				
Hourly		\$20,962	\$22,346	\$22,737	\$23,135	\$23,540	\$23,957	\$24,371	\$24,785	\$25,232	\$25,673	\$26,123	\$26,580	\$27,045	\$27,518	\$28,000				
40-HR RATE (Fire Inspector)		\$20,747	\$21,285	\$21,833	\$22,390	\$22,957	\$23,553	\$24,120	\$24,717	\$25,325	\$25,943	\$26,572	\$27,212	\$27,863	\$28,526	\$29,200				
Bi-Weekly (60)		\$2,459.76	\$2,502.80	\$2,546.64	\$2,591.20	\$2,636.56	\$2,682.64	\$2,729.60	\$2,777.36	\$2,826.00	\$2,875.44	\$2,925.76	\$2,976.96	\$3,029.04	\$3,082.08	\$3,136.00				
Battalion Chief		1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	
Work Period:21 Day		\$80,612	\$82,233	\$83,458	\$84,919	\$86,405	\$87,917	\$89,465	\$91,021	\$92,614	\$94,234	\$95,844	\$97,561							
Bi-Weekly (106)		\$4,650.74	\$4,732.06	\$4,814.68	\$4,899.22	\$4,984.90	\$5,072.69	\$5,160.56	\$5,251.18	\$5,343.07	\$5,436.65	\$5,531.74	\$5,628.50	\$5,727.12						
Hourly		\$2,934.40	\$2,985.70	\$3,037.96	\$3,091.17	\$3,145.23	\$3,200.25	\$3,256.32	\$3,313.24	\$3,371.22	\$3,430.27	\$3,490.26	\$3,551.32	\$3,613.54						
40-HR RATE (Training Battalion Chief and Fire Marshal)		\$38,756	\$39,134	\$40,124	\$40,826	\$41,541	\$42,268	\$43,007	\$43,760	\$44,526	\$45,305	\$46,098	\$46,905	\$47,725						
Bi-Weekly (60)		\$3,100.38	\$3,154.72	\$3,209.92	\$3,265.68	\$3,323.28	\$3,381.44	\$3,444.56	\$3,508.80	\$3,562.68	\$3,624.40	\$3,687.84	\$3,752.40	\$3,816.00						
		1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	

**City of Cedar Park
Fire Department
Pay Plan CY2017**

Effective: January 14, 2017

		Years of Completed Service in the CPTD																		
		Probationary	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Firefighter	\$46,500 *	\$49,290	\$52,615	\$53,536	\$54,473	\$55,426	\$56,396	\$57,383	\$58,387	\$59,409	\$60,448	\$61,506	\$62,583	\$63,678	\$65,926	\$67,080	\$68,254	\$69,448		
Work Period-21 Day	\$2,662,71*	\$2,843,74	\$3,035,42	\$3,086,61	\$3,142,61	\$3,197,71	\$3,255,66	\$3,310,61	\$3,368,40	\$3,427,37	\$3,487,34	\$3,548,50	\$3,610,49	\$3,673,66	\$3,738,00	\$3,803,35	\$3,870,05	\$3,937,75	\$4,006,63	
Bi-Weekly	\$1,692,71*	\$1,794,26	\$1,915,21	\$1,943,81	\$1,982,84	\$2,017,60	\$2,052,90	\$2,088,84	\$2,125,30	\$2,162,51	\$2,200,35	\$2,238,93	\$2,278,05	\$2,317,90	\$2,356,50	\$2,399,73	\$2,441,82	\$2,484,53	\$2,527,98	
Hourly	\$15,969 *	\$16,927	\$18,385	\$18,068	\$18,706	\$19,034	\$19,367	\$19,706	\$20,050	\$20,401	\$20,758	\$21,191	\$21,671	\$22,149	\$22,639	\$23,036	\$23,439	\$23,846		
Driver/Engineer	6,00%	6,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	
Work Period-21 Day	\$57,877	\$58,889	\$59,920	\$60,969	\$62,035	\$63,121	\$64,226	\$65,350	\$66,493	\$67,687	\$68,841	\$70,048	\$71,271	\$72,519	\$73,788	\$75,079	\$76,393	\$77,709		
Bi-Weekly	\$3,339,00	\$3,397,46	\$3,456,94	\$3,517,42	\$3,575,90	\$3,641,57	\$3,705,41	\$3,770,09	\$3,836,11	\$3,903,31	\$3,971,52	\$4,041,07	\$4,111,80	\$4,183,70	\$4,256,95	\$4,331,54	\$4,407,31	\$4,487,31		
Hourly	\$2,106,75	\$2,143,64	\$2,181,16	\$2,219,32	\$2,258,12	\$2,297,86	\$2,337,94	\$2,378,75	\$2,420,40	\$2,462,80	\$2,505,84	\$2,549,72	\$2,594,35	\$2,639,72	\$2,685,83	\$2,733,00	\$2,780,80	\$2,826,23		
Lieutenant	\$19,875	\$20,223	\$20,577	\$20,937	\$21,303	\$21,676	\$22,056	\$22,441	\$22,834	\$23,234	\$23,640	\$24,903	\$24,475	\$24,903	\$25,339	\$25,783	\$26,234	\$26,783		
Work Period-21 Day	\$66,511	\$67,675	\$68,859	\$70,064	\$71,291	\$72,528	\$73,808	\$75,099	\$76,413	\$77,611	\$78,754	\$80,004	\$81,256	\$82,506	\$83,756	\$85,006	\$86,256	\$87,506		
Bi-Weekly	\$3,837,12	\$3,904,32	\$3,972,70	\$4,042,25	\$4,112,95	\$4,184,88	\$4,258,13	\$4,332,72	\$4,408,49	\$4,485,60	\$4,564,06	\$4,644,02	\$4,725,34	\$4,807,99	\$4,892,16	\$4,982,16	\$5,072,99	\$5,162,86		
Hourly	\$2,421,04	\$2,463,44	\$2,506,58	\$2,550,47	\$2,595,09	\$2,640,46	\$2,686,68	\$2,733,74	\$2,781,55	\$2,830,20	\$2,879,70	\$2,930,16	\$2,981,46	\$3,033,61	\$3,086,72	\$3,141,20	\$3,201,20	\$3,261,20		
40-HR RATE (Fire Inspector)	\$31,977	\$32,537	\$33,106	\$33,685	\$34,275	\$34,875	\$35,485	\$36,106	\$36,738	\$37,381	\$38,035	\$38,700	\$39,378	\$40,067	\$40,766	\$41,466	\$42,166	\$42,866		
Bi-weekly (80)	\$2,558,16	\$2,602,96	\$2,648,48	\$2,694,80	\$2,742,00	\$2,790,00	\$2,838,80	\$2,886,48	\$2,939,04	\$2,990,48	\$3,042,80	\$3,096,00	\$3,150,24	\$3,205,36	\$3,261,44	\$3,328,52	\$3,395,60	\$3,462,68		
Battalion Chief	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	1,75%	
Work Period-21 Day	\$83,336	\$85,303	\$86,796	\$88,315	\$89,861	\$91,433	\$93,033	\$94,661	\$96,318	\$98,004	\$99,719	\$101,464	\$103,238	\$105,004	\$106,771	\$108,538	\$110,305	\$112,072	\$113,849	
Bi-Weekly (16)	\$4,836,72	\$4,921,39	\$5,007,41	\$5,095,16	\$5,184,31	\$5,275,03	\$5,367,26	\$5,461,18	\$5,556,77	\$5,654,04	\$5,752,99	\$5,853,62	\$5,956,12	\$6,060,86	\$6,164,60	\$6,268,34	\$6,371,08	\$6,473,82	\$6,576,56	
Hourly	\$3,051,74	\$3,105,16	\$3,159,44	\$3,214,77	\$3,271,05	\$3,328,29	\$3,386,49	\$3,445,74	\$3,506,06	\$3,567,43	\$3,629,86	\$3,683,36	\$3,743,86	\$3,803,36	\$3,863,61	\$3,923,92	\$3,983,22	\$4,043,50		
Training Battalion Chief and Fire Marshal	\$28,790	\$29,294	\$29,806	\$30,328	\$30,859	\$31,399	\$31,948	\$32,497	\$33,057	\$33,635	\$34,214	\$34,792	\$35,369	\$36,944	\$37,521	\$38,198	\$38,875	\$39,552		
Bi-weekly (80)	\$40,306	\$41,011	\$41,729	\$42,459	\$43,202	\$43,956	\$44,728	\$45,510	\$46,307	\$47,117	\$47,942	\$48,781	\$49,634	\$50,484	\$51,337	\$52,186	\$53,035	\$53,885		
Assistant Chief	\$94,735	\$96,393	\$98,060	\$99,796	\$101,543	\$103,320	\$105,128	\$106,987	\$108,839	\$110,744	\$112,682	\$114,654	\$116,630	\$118,606	\$120,578	\$122,546	\$124,512	\$126,479		
Bi-Weekly (80 hrs)	\$3,643,68	\$3,707,44	\$3,772,32	\$3,838,52	\$3,905,32	\$3,973,84	\$4,043,32	\$4,114,16	\$4,186,16	\$4,259,36	\$4,333,92	\$4,409,76	\$4,486,53	\$4,563,30	\$4,640,72	\$4,718,08	\$4,795,44	\$4,872,72		
Hourly	\$45,546	\$46,343	\$47,154	\$48,979	\$49,819	\$50,673	\$51,427	\$52,327	\$53,242	\$54,174	\$55,122	\$56,087	\$57,054	\$58,022	\$59,090	\$60,158	\$61,226	\$62,294		

City of Cedar Park
Fire Department
Pay Plan CY2018

Effective: January 13, 2018

Years of Completed Service in the CFPD																			
		Years of Completed Service in the CFPD																	
Probationary		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Firefighter	\$47,995 *	\$50,769	\$54,196	\$55,144	\$56,109	\$57,091	\$58,080	\$59,107	\$60,141	\$61,193	\$62,264	\$63,354	\$64,463	\$65,591	\$66,739	\$67,907	\$69,095	\$70,304	\$71,534
Work Period:	\$2,763.26 *	\$2,928.91	\$3,126.65	\$3,181.42	\$3,237.02	\$3,293.64	\$3,351.26	\$3,410.06	\$3,469.70	\$3,530.35	\$3,592.18	\$3,655.01	\$3,719.02	\$3,784.03	\$3,850.22	\$3,917.76	\$3,986.30	\$4,056.02	\$4,126.92
Bi-Weekly (10)	\$1,743.49 *	\$1,848.00	\$1,972.77	\$2,007.32	\$2,042.41	\$2,078.13	\$2,114.49	\$2,151.59	\$2,189.22	\$2,227.48	\$2,266.49	\$2,306.14	\$2,346.52	\$2,387.54	\$2,429.31	\$2,471.92	\$2,515.17	\$2,559.16	\$2,603.86
Hourly	\$16,448 *	\$17,434	\$18,611	\$18,937	\$19,268	\$19,605	\$19,948	\$20,288	\$20,633	\$21,014	\$21,382	\$21,756	\$22,137	\$22,524	\$22,918	\$23,320	\$23,728	\$24,143	\$24,565
Driver/Engineer	6.00%	6.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Work Period-21 Day	\$59,615	\$60,658	\$61,720	\$62,800	\$63,999	\$65,017	\$66,155	\$67,313	\$68,491	\$69,689	\$70,909	\$72,160	\$73,412	\$74,697	\$76,004	\$77,334	\$78,688		
Bi-Weekly	\$3,439.30	\$3,499.44	\$3,560.76	\$3,623.09	\$3,686.42	\$3,750.94	\$3,816.62	\$3,883.49	\$3,951.36	\$4,020.58	\$4,090.97	\$4,162.54	\$4,235.28	\$4,308.01	\$4,384.37	\$4,461.58	\$4,539.70		
Hourly	\$2,170.03	\$2,207.98	\$2,246.67	\$2,286.00	\$2,325.96	\$2,366.66	\$2,408.11	\$2,450.30	\$2,493.12	\$2,535.79	\$2,581.21	\$2,626.36	\$2,672.26	\$2,719.01	\$2,766.60	\$2,815.04	\$2,864.33		
Lieutenant	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Work Period-21 Day	\$68,509	\$69,708	\$70,128	\$72,169	\$73,432	\$74,717	\$76,025	\$77,355	\$78,709	\$80,086	\$81,488	\$82,914	\$84,365	\$85,841	\$87,343				
Bi-Weekly	\$3,952.37	\$4,021.58	\$4,091.98	\$4,163.54	\$4,236.46	\$4,310.54	\$4,395.98	\$4,482.75	\$4,540.87	\$4,620.34	\$4,701.14	\$4,783.46	\$4,867.13	\$4,952.30	\$5,038.95				
Hourly	\$2,493.76	\$2,537.43	\$2,581.84	\$2,627.00	\$2,673.00	\$2,719.75	\$2,767.34	\$2,815.78	\$2,865.07	\$2,915.21	\$2,966.20	\$3,018.14	\$3,070.93	\$3,124.67	\$3,179.36				
40-HR RATE (Fire Inspector)	\$23.526	\$23.938	\$24.357	\$24.783	\$25.217	\$25.658	\$26.107	\$26.564	\$26.107	\$27.029	\$27.502	\$27.983	\$28.473	\$28.971	\$29.478	\$29.984			
Bi-Weekly (80)	\$2,635.04	\$2,681.12	\$2,728.00	\$2,777.76	\$2,824.32	\$2,873.76	\$2,924.08	\$2,975.20	\$3,027.28	\$3,080.32	\$3,134.16	\$3,189.04	\$3,244.88	\$3,301.60	\$3,359.44				
Battalion Chief	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Work Period-21 Day	\$86,355	\$87,666	\$89,404	\$90,968	\$92,560	\$94,180	\$95,828	\$97,505	\$99,211	\$100,948	\$102,714	\$104,512	\$106,341						
Bi-Weekly (10)	\$4,982.04	\$5,069.23	\$5,157.94	\$5,248.15	\$5,340.05	\$5,433.46	\$5,528.54	\$5,625.31	\$5,723.76	\$5,823.89	\$5,925.86	\$6,029.32	\$6,135.02						
Hourly	\$3,143.43	\$3,198.44	\$3,254.41	\$3,311.33	\$3,369.32	\$3,428.25	\$3,488.25	\$3,549.30	\$3,611.42	\$3,674.60	\$3,738.94	\$3,804.34	\$3,870.91						
40-HR RATE (Training Battalion Chief and Fire Marshal)	\$29.656	\$30.174	\$30.702	\$31.239	\$31.786	\$32.342	\$32.908	\$33.484	\$34.070	\$34.666	\$35.273	\$35.890	\$36.518						
Bi-Weekly (80)	\$4,151.7	\$4,224.3	\$4,298.3	\$4,373.75	\$4,455.00	\$4,527.79	\$4,607.01	\$4,687.77	\$4,76.98	\$48,532	\$49,382	\$50,246	\$51,125						
Assistant Chief	\$3,321.36	\$3,374.44	\$3,438.64	\$3,498.80	\$3,560.00	\$3,622.32	\$3,683.68	\$3,750.16	\$3,815.84	\$3,882.56	\$3,950.56	\$4,019.88	\$4,090.00						
Bi-Weekly (80 hrs)	\$97,581	\$99,289	\$101,026	\$102,794	\$104,593	\$106,423	\$108,286	\$110,181	\$112,109	\$114,071	\$116,067	\$118,098	\$120,185						
Hourly	\$3,753.12	\$3,818.80	\$3,885.80	\$3,953.60	\$4,022.80	\$4,093.20	\$4,164.80	\$4,237.68	\$4,311.92	\$4,387.36	\$4,464.08	\$4,542.24	\$4,621.76						
	\$46,914	\$47,735	\$48,570	\$49,420	\$50,285	\$51,165	\$52,060	\$52,971	\$53,899	\$54,842	\$55,801	\$56,778	\$57,772						

Attachment D

**City of Cedar Park
Fire Department
Pay Plan CY2019**

Effective: January 12, 2019